



Performance Summary

Table A-1: Environmental Performance¹

CATEGORY	INDICATOR	UNIT	2020	2019 ²	2018 ²	GRI STANDARD
Energy ³	Natural Gas	GJ	138,717	164,895	175,389	302-1
	Other Fuels (Diesel, Kerosene, Liquified Petroleum Gas)	GJ	638	130	201	302-1
	Electricity	GJ	286,666	375,693	376,984	302-1
	Heating	GJ	43,218	64,036	59,238	302-1
	Cooling	GJ	1,347	507	886	302-1
	Total Office Energy Consumption	GJ	470,586	605,261	612,698	302-1
	Renewable Energy Procured	GJ	99,103	87,388	1,121	302-1
	Transportation Fuel	GJ	229,092	221,631	261,469	N/A

¹ Due to rounding, summing some numbers may yield slightly different results from the totals reported here.

² We restated our 2018 and 2019 GHG emissions to include all relevant Scope 3 categories and reflect emissions from acquisitions made in 2019.

³ WSP collected energy consumption data from our facilities. We did not sell any energy in 2020. Energy consumption information was converted to GJ and kWh using conversion factors from EPA Climate Leaders Design Principles Appendix 2, and Energy Star Portfolio Manager Technical Reference: Thermal Energy Conversions. Where actual electricity and natural gas consumption information was unavailable, this was estimated using industry averages from the US Energy Information Administration Commercial Buildings Energy Consumption Survey (CBECS), prorated by office floor area.

CATEGORY	INDICATOR	UNIT	2020	2019 ²	2018 ²	GRI STANDARD
GHG Emissions ⁴	Scope 1 Direct Emissions	tCO ₂	21,910	22,897	26,072	305-1
		tCH ₄	0.8	0.5	0.6	305-1
		tN ₂ O	0.4	0.1	0.2	305-1
		HFC 134-A	1.9	1.6	2.0	305-1
		tCO ₂ e	24,738	25,289	28,962	305-1
	Scope 2 Indirect Emissions (Location-based) ⁵	tCO ₂	24,956	31,468	34,433	305-2
		tCH ₄	1	2	2	305-2
		tN ₂ O	0.4	0.5	0.5	305-2
		tCO ₂ e	25,097	31,644	34,642	305-2
	GHG Emissions	Scope 2 Indirect Emissions (Market-Based) ⁵	tCO ₂	17,424	24,626	35,723
tCH ₄			0.6	0.8	1.6	305-2
tN ₂ O			0.2	0.3	0.5	305-2
tCO ₂ e			17,514	24,747	35,906	305-2
Scope 3 Indirect Emissions - Category 1 - Purchased Goods and Services		tCO ₂ e	336,819	360,197	366,914	305-3
Scope 3 Indirect Emissions - Category 2 - Capital Goods		tCO ₂ e	16,736	17,898	18,231	305-3
Scope 3 Indirect Emissions - Category 3 - Fuel- and Energy-Related Activities		tCO ₂ e	10,471	11,491	12,867	305-3
Scope 3 Indirect Emissions - Category 4 - (Upstream) Transportation and Distribution		tCO ₂ e	Included in Scope 3 - Category 1 & 2			305-3

⁴ WSP relied on the Greenhouse Gas Protocol, made available by the World Business Council for Sustainable Development and the World Resources Institute, to develop our GHG inventory. We employ the operational control approach in compilation of our inventory. Reported GHG emissions include all six greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆). To convert energy consumption, fuel combustion and business travel data into GHG emissions, we used emissions factors from US EPA eGRID, International Energy Agency, Environment Canada National Inventory Report, US Environmental Protection Agency Emission Factors Hub (US EPA EF Hub) and the UK Department for Environment, Food and Rural Affairs (DEFRA). WSP does not produce significant biogenic emissions. Global warming potentials used to convert emissions into CO₂e are sourced from the Intergovernmental Panel on Climate Change Fourth Assessment Report.

⁵ WSP's market-based emissions include the emissions reduction effect of renewable energy certificate purchases, as well as the use of residual mix factors for our European operations, to better account for the emissions intensity of those grids after accounting for green power purchased by others. WSP's location-based emissions are calculated using the average electricity grid factor for each region or sub-region.

CATEGORY	INDICATOR	UNIT	2020	2019 ²	2018 ²	GRI STANDARD
	Scope 3 Indirect Emissions - Category 5 - Waste Generated in Operations	tCO ₂ e	1,021	3,039	2,396	305-3
	Scope 3 Indirect Emissions - Category 6 - Business Travel	tCO ₂ e	13,820	38,278	35,478	305-3
	Scope 3 Indirect Emissions - Category 7 - Employee Commuting	tCO ₂ e	72,295	79,414	80,836	305-3
	Scope 3 Indirect Emissions - Category 8 - (Upstream) Leased Assets	tCO ₂ e	Included in Scope 1 & 2			305-3
	Carbon Offsets	tCO ₂ e	12,897	21,504	-	N/A
	Net Total GHG Emissions (Scope 1, Scope 2 – Market-Based, Scope 3; less Carbon Offsets)	tCO ₂ e	480,516	538,849	581,593	N/A
	Transportation Emissions (Scope 1 - Mobile Combustion, Scope 3 - Business Travel)	tCO ₂ e	29,512	53,119	53,507	N/A
	GHG Emissions Intensity	tCO ₂ e/FTE/year	11.0	11.9	12.3	305-4
Water ⁶	Total Water Withdrawn (Third-Party Providers)	m ³	242,664	624,790	648,644	303-3
Waste ⁷	Landfill	Tonnes	1,407	4,226	3,255	306-2
	Recycling	Tonnes	404	1,015	395	306-2
	Compost	Tonnes	39	36	-	306-2
	Incineration	Tonnes	-	-	204	306-2
	Total Non-Hazardous Waste	Tonnes	1,850	5,277	3,855	306-2
	Hazardous Waste	Tonnes	10	5	-	306-2
	Diversion Rate	%	70	67	51	N/A

⁶ We collected water withdrawal information from our facilities. Actual water consumption information was available for approximately 22% of total office space globally, comprising 70 million litres. Remaining water consumption was estimated from the average water use intensity for Canadian offices from the REALpac 2012 Water Benchmarking Pilot Report; Performance of the Canadian Office Sector, prorated by office floor area and scaled down relative to office vacancy rates during 2020. Water withdrawn in areas of water stress is not tracked.

⁷ We collected waste output information from our facilities. Waste disposal methods and amounts were determined through tracking waste directly disposed by facilities, through reports from waste disposal contractors or through waste audits (bag counts). Actual waste output information was available for approximately 12% of total office space globally, comprising 341 tonnes of waste to landfill. Remaining landfill waste was estimated from the average waste output intensity for our offices with actual data prorated by office floor area and scaled down relative to office vacancy rates during 2020. Recycling and other waste output were not estimated if not available. For 2020, we updated how we estimate waste output for sites where

Table A-2: Social Performance

CATEGORY	INDICATOR	UNIT	2020	2019	2018	GRI STANDARD
Employees	Full-Time Equivalent Employees (FTE)	Number	44,754	47,283	45,835	102-8
	Permanent, Full-Time Employees	Number	41,525	43,250	39,859	102-8
	Permanent, Part-Time Employees	Number	2,910	2,886	3,865	102-8
	Temporary Employees	Number	2,459	3,604	4,008	102-8
	Total Turnover Rate	%	17	18	19	401-1
	Voluntary Turnover Rate	%	10	14	15	401-1
	Employees Covered by Collective Bargaining Agreements	%	14	12	11	102-41
	Training Hours	Hours	815,435	1,159,000	1,072,000	404-1
	Training Hours per Employee	Hours/FTE	18	26	27	404-1
Diversity	Women on Board of Directors	%	37.5	37.5	37.5	405-1
	Women in Senior Management Team	%	22	30	26.9	405-1
	Women in Management (business leaders and middle management)	%	21	21	21	405-1
	Women in Workforce	%	31	31	31	405-1
Occupational Health and Safety	Lost Time Injury Rate (LTIR)	Incidents per 100,000 hours worked	0.05	0.06	0.06	N/A
	Recordable All Work-Related Injury Frequency Rate (AIFR)	Incidents per 100,000 hours worked	0.40	0.51	0.5	N/A

actual data are not available, as an input to calculating GHG emissions associated with waste generated in operations. We summed the total waste weight for all streams (landfill, recycling, etc.) at each site that could provide actual data to the 2018 baseline, then divided this total by the site floor area. We then multiplied this value by the floor area of each site not able to report data in 2018, 2019 and 2020, to estimate total waste. In the absence of more specific information, we assumed these sites generated the same amount of waste per square foot, but that all generated waste is sent to landfill, to avoid overestimating waste recycled, composted or otherwise diverted from landfill.

CATEGORY	INDICATOR	UNIT	2020	2019	2018	GRI STANDARD
	Recordable All Work-Related Injury Frequency Rate (AIFR)	Incidents per 200,000 hours worked	0.80	1.10	0.99	403-9
	Occupational Illness Frequency Rate (OIFR)	Incidents per 100,000 hours worked	0	0	0	N/A
		Incidents per 200,000 hours worked	0	0	0	403-10
	Fatalities	Number	0	0	1	403-9
Ethical Business Practices ⁸	Code of Conduct onboarding training completed by employees					205-2
	CANADA	%	100	99.7	-	
	UNITED STATES	%	100	99.1	-	
	LATIN AMERICA AND THE CARIBBEAN	%	100	99	-	
	EMEIA	%	97	96.5	-	
	APAC	%	99	98.4	-	
	Total	%	99	98.1	-	
	Code of Conduct refresher training completed by employees					
	CANADA	%	97	100.0	-	
	UNITED STATES	%	100	96.0	-	
	LATIN AMERICA AND THE CARIBBEAN ⁹	%	22	N/A	-	
	EMEIA	%	82	93.9	-	
	APAC	%	100	99.5	-	
	Total	%	90	96.8	-	

⁸ Training rates cannot be reported by employee category.

⁹ Code of Conduct refresher trainings were not launched in the LAC region in 2019, where a comprehensive live training strategy is used to replace online training modules. Completion rate for this region was lower for 2020 as training was launched in December 2020. Without the LAC region, the overall completion rate would have been 97%.

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Table C-1: Engineering & Construction Services

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards, and regulations	IF-EN-160a.1	WSP has no such violations to report. However, in the normal course of its activities, WSP has encountered and identified environmental incidents where it has voluntarily provided clean-up and remedial services, reviewed and enhanced its health and safety procedures, reacted to warnings and determined the proper lessons learned. However, no such incidents caused or led to significant damages, fines or penalties in 2020.
	Discussion of processes to assess and manage environmental risks associated with project design, siting, and construction	IF-EN-160a.2	We consider the environmental risks and opportunities of our projects from the outset through design, construction, operations and end of life. We identify and comply with environmental study and permitting requirements to avoid, minimize or mitigate impacts to the environment. In some regions, we have developed tools to help our Project Managers identify and manage environmental impacts and permitting requirements and have provided training on environmental awareness and risk management. This can include our activities that could pose a potential environmental impact, such as water pollution, noise and nuisance, land contamination, waste, hazardous substances, energy use, protected species and habitats. Our risk tools enable us to effectively communicate these risks to our suppliers, sub-contractors and clients. For some projects, we prepare an Environmental Management Plan (EMP) or similar document, which identifies key environmental risks, constraints, relevant regulations and mitigation measures.
Structural Integrity & Safety	Amount of defect- and safety-related rework costs	IF-EN-250a.1	Operational Excellence and Expertise are two of WSP's foundational pillars. In the ordinary course of conducting its business, WSP may be involved in various legal proceedings, including lawsuits based upon professional errors and omissions. WSP works closely with its internal project teams, legal advisors and insurers in order to best defend and/or resolve such disputes. As indicated in its 2020 Annual Report, WSP secures general and professional liability insurance in order to manage the risks related to such proceedings. Based on advice and information provided by its legal advisors and on its experience in the resolution of similar proceedings, Management believes that WSP has accounted for sufficient provisions in that regard and that the final outcome should not have a material effect on the financial position or operating results of WSP.
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	IF-EN-250a.2	

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE																														
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	IF-EN-320a.1	Our TRIR includes all direct employees as well as contract employees (e.g., independent contractors and those employed by third parties). Our TRIR does not include subcontractors. In 2020, our global TRIR was 0.28 per 200,000 hours worked. No fatalities occurred in 2020.																														
Lifecycle Impacts of Buildings & Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	IF-EN-410a.1	<p>WSP has expertise in various sustainability rating and certification systems that help improve and recognize project sustainability performance. We do not have consistent systems in place globally to track project sustainability certifications. Therefore, the following data likely underrepresent the number of projects we support that have achieved or will pursue a sustainability certification.</p> <table border="0"> <tr> <td>(1) The number of projects completed in 2020 that achieved a sustainability certification include:</td> <td>(2) The number of projects that were still active in 2020 and seeking a sustainability certification include:</td> </tr> <tr> <td>60 BREEAM-certified projects</td> <td>470 BREEAM</td> </tr> <tr> <td>58 LEED-certified projects</td> <td>249 LEED</td> </tr> <tr> <td>39 Green Star-certified projects</td> <td>43 BOMA</td> </tr> <tr> <td>22 NABERS-certified projects</td> <td>36 Beam Plus</td> </tr> <tr> <td>12 BOMA-certified projects</td> <td>18 Estidama</td> </tr> <tr> <td>12 Beam Plus-certified projects</td> <td>17 WELL</td> </tr> <tr> <td>11 DGNB-certified projects</td> <td>11 Envision</td> </tr> <tr> <td>4 Fitwel-certified projects</td> <td>10 Green Mark</td> </tr> <tr> <td>2 WELL-certified projects</td> <td>8 EEWH</td> </tr> <tr> <td>1 CEEQUAL-certified project</td> <td>4 Green Star</td> </tr> <tr> <td>4 projects certified under other sustainability certifications</td> <td>2 Fitwel</td> </tr> <tr> <td></td> <td>2 CEEQUAL</td> </tr> <tr> <td></td> <td>1 NABERS</td> </tr> <tr> <td></td> <td>28 projects using other sustainability certifications</td> </tr> </table>	(1) The number of projects completed in 2020 that achieved a sustainability certification include:	(2) The number of projects that were still active in 2020 and seeking a sustainability certification include:	60 BREEAM-certified projects	470 BREEAM	58 LEED-certified projects	249 LEED	39 Green Star-certified projects	43 BOMA	22 NABERS-certified projects	36 Beam Plus	12 BOMA-certified projects	18 Estidama	12 Beam Plus-certified projects	17 WELL	11 DGNB-certified projects	11 Envision	4 Fitwel-certified projects	10 Green Mark	2 WELL-certified projects	8 EEWH	1 CEEQUAL-certified project	4 Green Star	4 projects certified under other sustainability certifications	2 Fitwel		2 CEEQUAL		1 NABERS		28 projects using other sustainability certifications
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	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	IF-EN-410a.2	WSP takes a holistic view of projects which includes construction phases beyond planning and design for clients. WSP includes the client's key stakeholders (in planning, engineering, construction, operation and maintenance) in project planning. Employees have WSP's Future Ready® toolkit to build energy and water efficiency considerations into their projects, by addressing future trends in climate change, resources, society and technology. A number of specialized employees with experience in utilizing sustainability rating tools and guidelines also ensure that energy and water efficiencies are considered in projects. As a diverse firm, WSP has subject matter experts in Energy, Water, Sustainability, and Resilience contributing from different lenses (built ecology, infrastructure, sustainability reporting, technical knowledge, planning and environment) to help make a positive impact in projects.																														

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	IF-EN-410b.1	<p>(1) As of December 31, 2020, our backlog for hydrocarbon-related projects was approximately \$126 million CAD.</p> <p>(2) As of December 31, 2020, our backlog for renewable energy projects was approximately \$84.2 million CAD.</p> <p>Note: The backlog numbers provided are unaudited. WSP tracks backlog through our financial systems, but not all project details are fully integrated at a global level. Hydrocarbon-related backlog is provided for our Power & Energy market only. WSP also provides environmental-related services to the hydrocarbon industry that are not reflected in this estimate. In addition, this estimate does not include backlog associated with the mining sector.</p>
	Amount of backlog cancellations associated with hydrocarbon-related projects	IF-EN-410b.2	<p>In 2020, WSP received gross revenue backlog cancellation notices for \$152 million CAD of hydrocarbon-related work due to project cancellations, delays and contract reconfigurations.</p> <p>Note: The backlog numbers provided are unaudited and only reflect backlog cancellations in the Power & Energy market within our US and Canada operations.</p>
	Amount of backlog for non-energy projects associated with climate change mitigation	IF-EN-410b.3	<p>As of December 31, 2020, our best estimate of backlog for non-energy projects associated with climate change mitigation is \$3,200 million CAD. WSP estimates its percentage of Clean Revenue, which represents revenue earned from services that have a positive impact on the environment and support the UN SDGs (see section “The UN Sustainable Development Goals”). This estimate was then applied to our 2020 backlog as of December 31, 2020 and modified to exclude renewable energy projects and water and wastewater projects to estimate the amount of backlog for non-energy projects associated with climate change mitigation, as defined by SASB.</p> <p>Note: The backlog numbers provided are unaudited.</p>
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International’s Corruption Perception Index	IF-EN-510a.1	<p>(1) As of March 1, 2021, WSP had 17 active projects in 8 countries listed in the 20 lowest rankings in Transparency International’s Corruption Perception Index: Afghanistan, Iraq, Eritrea, the Democratic Republic of the Congo, Haiti, Sudan, South Sudan and Syrian Arab Republic. (2) Our backlog as of March 1, 2021 in these countries was \$18.9 million CAD. Our work in these countries is predominately supporting international development through world organization entities as our direct clients. See the section “Ethical Business Practices” for information on how we approach working in high risk countries and regions.</p>

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption practices, and (2) anticompetitive practices	IF-EN-510a.2	(1) \$0 (2) \$0
	Description of policies and practices for prevention of bribery and corruption	IF-EN-510a.3	See the section “ Ethical Business Practices ”.
	Description of policies and practices for prevention of anti-competitive behavior in the project bidding processes	IF-EN-510a.3	See the section “ Ethical Business Practices ”.

ACTIVITY METRIC	CODE	RESPONSE
Number of Active Projects	IF-EN-000.A	We had approximately 70,000 active projects as of March 31, 2021.
Number of Commissioned Projects ¹⁰	IF-EN-000.B	WSP is a professional services firm, offering planning, design, engineering, advisory and project management services to public and private clients across all industries. While WSP is involved in numerous construction projects, we do not provide construction services per se, and therefore cannot report on any “commissioned projects” as defined by SASB.
Total Backlog	IF-EN-000.C	Our backlog was 8.4 billion (CAD) ¹¹ as of December 31, 2020.

Table C-2: Professional & Commercial Services

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
Data Security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See the section “ Information Security and Privacy ”.
	Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	See the section “ Information Security and Privacy ”.

¹⁰ Commissioned projects are defined by SASB as projects that were completed and deemed ready for service during the reporting period. The scope of commissioned projects shall only include projects that the entity provided construction services to.

¹¹ Non-IFRS measures. Additional details for these non-IFRS measures can be found in our Management’s Discussion and Analysis for the year ended December 31, 2020.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE																									
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	In 2020, we had 13 data breaches. Each data breach requires reporting through our legal teams, notification to affected parties who are materially affected, and corrective actions. See "Information Security and Privacy" for more information on how we manage data security.																									
Workforce Diversity & Engagement	Percentage of gender representation for (1) executive management and (2) all other employees	SV-PS-330a.1	(1) As of March 31, 2021, 22% of the members of WSP's global senior management team were women. (2) See the sections "Our Employees" and "Inclusion and Diversity" for a gender breakdown per region and employee business category as of December 31, 2020.																									
	Percentage of racial/ethnic group representation within the United States for (1) executive management and (2) all other employees	SV-PS-330a.1	<p>Within our US, Canada and UK operations, which represents 48% of our global workforce, 22% of the employees in these countries have self-identified as a minority.</p> <p>As of December 31, 2020, 16% of our executive management team within WSP in the United States, defined as individuals within two reporting levels of the CEO, and 29% of all other employees within WSP in the United States self-identify as racially/ethnically diverse.</p> <p>Racial/ethnic group representation is provided below for all WSP in the United States employees as of December 31, 2020.</p> <table border="1"> <thead> <tr> <th>RACIAL/ETHNIC GROUP</th> <th>% OF UNITED STATES TOTAL WORKFORCE</th> </tr> </thead> <tbody> <tr> <td>American Indian or Alaskan Native</td> <td>0.2%</td> </tr> <tr> <td>Asian (not Hispanic or Latino)</td> <td>11.8%</td> </tr> <tr> <td>Black or African American (not Hispanic or Latino)</td> <td>6.4%</td> </tr> <tr> <td>Hispanic or Latino</td> <td>8.7%</td> </tr> <tr> <td>Native Hawaiian or Other Pacific Islander</td> <td>0.2%</td> </tr> <tr> <td>Two or More Races (not Hispanic or Latino)</td> <td>1.5%</td> </tr> <tr> <td>White (not Hispanic or Latino)</td> <td>64.4%</td> </tr> <tr> <td>Employee chose not to disclose</td> <td>6.8%</td> </tr> <tr> <td>Grand Total</td> <td>100%</td> </tr> </tbody> </table> <p>Other Reporting Categories for WSP in the United States as of December 31, 2020</p> <table border="1"> <thead> <tr> <th>CATEGORY</th> <th>% OF UNITED STATES TOTAL WORKFORCE</th> </tr> </thead> <tbody> <tr> <td>Employee with a Disability</td> <td>2.2%</td> </tr> <tr> <td>Veteran</td> <td>1.7%</td> </tr> </tbody> </table>	RACIAL/ETHNIC GROUP	% OF UNITED STATES TOTAL WORKFORCE	American Indian or Alaskan Native	0.2%	Asian (not Hispanic or Latino)	11.8%	Black or African American (not Hispanic or Latino)	6.4%	Hispanic or Latino	8.7%	Native Hawaiian or Other Pacific Islander	0.2%	Two or More Races (not Hispanic or Latino)	1.5%	White (not Hispanic or Latino)	64.4%	Employee chose not to disclose	6.8%	Grand Total	100%	CATEGORY	% OF UNITED STATES TOTAL WORKFORCE	Employee with a Disability	2.2%	Veteran
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TOPIC	ACCOUNTING METRIC	CODE	RESPONSE
	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	(1) Our global voluntary turnover rate for 2020 was 10% (2) Our total global turnover rate (voluntary and involuntary) for 2020 was 17%
	Employee engagement as a percentage	SV-PS-330a.3	In 2020, 73% of our employees were invited to participate in an engagement survey. Participation rates were above 77% for all regions where surveys were offered. The surveys were led by our regional businesses, and for 2020 we are not able to give an overall percentage for engagement as the survey methodology differed. In future years, we plan to move to a common approach across our global business, which will allow us to report fully on this metric. However, 43% of our employees (in the US, Canada, Middle East and India) were covered by one survey methodology in 2020, and the overall engagement score of 7.9 placed WSP into the “Middle” range of the Professional Services global benchmark used by the survey supplier (just below the top quartile).
Professional Integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	See the section “ Ethical Business Practices ”.
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	\$0

ACTIVITY METRIC	CODE	RESPONSE
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	See the section “ Our Employees ”.
Employee hours worked, percentage billable	SV-PS-000.B	In 2020, our billable employees worked a total of 76,793,667 hours. This figure excludes corporate and support staff.